

## Wage and Hour Division, Labor

§ 780.0

780.806 Exempt ginning limited to first processing.

780.807 Cotton must be ginned "for market."

### EMPLOYEES "ENGAGED IN" GINNING

780.808 Who may qualify for the exemption generally.

780.809 Employees engaged in exempt operations.

780.810 Employees not "engaged in" ginning.

### COUNTY WHERE COTTON IS GROWN IN COMMERCIAL QUANTITIES

780.811 Exemption dependent upon place of employment generally.

780.812 "County."

780.813 "County where cotton is grown."

780.814 "Grown in commercial quantities."

780.815 Basic conditions of exemption; second part, processing of sugar beets, sugar-beet molasses, sugarcane, or maple sap.

780.816 Processing of specific commodities.

780.817 Employees engaged in processing.

780.818 Employees not engaged in processing.

780.819 Production must be of unrefined sugar or syrup.

## Subpart J—Employment in Fruit and Vegetable Harvest Transportation; Exemption From Overtime Pay Requirements Under Section 13(b)(16)

### INTRODUCTORY

780.900 Scope and significance of interpretative bulletin.

780.901 Statutory provisions.

780.902 Legislative history of exemption.

780.903 General scope of exemption.

780.904 What determines the exemption.

780.905 Employers who may claim exemption.

### EXEMPT OPERATIONS ON FRUITS OR VEGETABLES

780.906 Requisites for exemption generally.

780.907 "Fruits or vegetables."

780.908 Relation of employee's work to specified transportation.

780.909 "Transportation."

780.910 Engagement in transportation and preparation.

780.911 Preparation for transportation.

780.912 Exempt preparation.

780.913 Nonexempt preparation.

780.914 "From the farm."

780.915 "Place of first processing."

780.916 "Place of \* \* \* first marketing."

780.917 "Within the same State."

### EXEMPT TRANSPORTATION OF FRUIT OR VEGETABLE HARVEST EMPLOYEES

780.918 Requisites for exemption generally.

780.919 Engagement "in transportation" of harvest workers.

780.920 Workers transported must be fruit or vegetable harvest workers.

780.921 Persons "employed or to be employed" in fruit or vegetable harvesting.

780.922 "Harvesting" of fruits or vegetables.

780.923 "Between the farm and any point within the same State."

## Subpart K—Employment of Homeworkers in Making Wreaths; Exemption From Minimum Wage, Overtime Compensation, and Child Labor Provisions Under Section 13(d)

### INTRODUCTORY

780.1000 Scope and significance of interpretative bulletin.

780.1001 General explanatory statement.

### REQUIREMENTS FOR EXEMPTION

780.1002 Statutory requirements.

780.1003 What determines the application of the exemption.

780.1004 General requirements.

780.1005 Homeworkers.

780.1006 In or about a home.

780.1007 Exemption is inapplicable if wreath-making is not in or about a home.

780.1008 Examples of places not considered homes.

780.1009 Wreaths.

780.1010 Principally.

780.1011 Evergreens.

780.1012 Other evergreens.

780.1013 Natural evergreens.

780.1014 Harvesting.

780.1015 Other forest products.

780.1016 Use of evergreens and forest products.

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## Subpart A—Introductory

### § 780.0 Purpose of interpretative bulletins in this part.

It is the purpose of the interpretative bulletins in this part to provide an official statement of the views of the Department of Labor with respect to the application and meaning of the provisions of the Fair Labor Standards Act of 1938, as amended, which exempt certain employees from the minimum

wage or overtime pay requirements, or both, when employed in agriculture or in certain related activities or in certain operations with respect to agricultural or horticultural commodities.

#### **§ 780.1 General scope of the Act.**

The Fair Labor Standards Act is a Federal statute of general application which establishes minimum wage, overtime pay, equal pay, and child labor requirements that apply as provided in the Act. These requirements are applicable, except where exemptions are provided, to employees in those workweeks when they are engaged in interstate or foreign commerce or in the production of goods for such commerce or are employed in enterprises so engaged within the meaning of definitions set forth in the Act. Employers having such employees are required to comply with the Act's provisions in this regard unless relieved therefrom by some exemption in the Act, and with specified recordkeeping requirements contained in part 516 of this chapter. The law authorizes the Department of Labor to investigate for compliance and, in the event of violations, to supervise the payment of unpaid minimum wages or unpaid overtime compensation owing to any employee. The law also provides for enforcement in the courts.

#### **§ 780.2 Exemptions from Act's requirements.**

The Act provides a number of specific exemptions from the general requirements described in § 780.1. Some are exemptions from the overtime provisions only. Others are from the child labor provisions only. Several are exemptions from both the minimum wage and the overtime requirements of the Act. Finally, there are some exemptions from all three—minimum wage, overtime pay, and child labor requirements. An employer who claims an exemption under the Act has the burden of showing that it applies (*Walling v. General Industries Co.*, 330 U.S. 545; *Mitchell v. Kentucky Finance Co.*, 359 U.S. 290). Conditions specified in the language of the Act are “explicit prerequisites to exemption” (*Arnold v. Kanowsky*, 361 U.S. 388). “The details with which the exemptions in this Act have been made

preclude their enlargement by implication” and “no matter how broad the exemption, it is meant to apply only to” the specified activities (*Addison v. Holly Hill*, 322 U.S. 607; *Maneja v. Waialua*, 349 U.S. 254). Exemptions provided in the Act “are to be narrowly construed against the employer seeking to assert them” and their application limited to those who come “plainly and unmistakably within their terms and spirit” (*Phillips v. Walling*, 334 U.S. 490; *Mitchell v. Kentucky Finance Co.*, 359 U.S. 290; *Arnold v. Kanowsky*, 361 U.S. 388).

#### **§ 780.3 Exemptions discussed in this part.**

(a) The specific exemptions which the Act provides for employment in agriculture and in certain operations more or less closely connected with the agricultural industry are discussed in this part 780. These exemptions differ substantially in their terms, scope, and methods of application. Each of them is therefore separately considered in a subpart of this part which, together with this subpart A, constitutes the official interpretative bulletin of the Department of Labor with respect to that exemption. Exemptions from minimum wages and overtime pay and the subparts in which they are considered include the section 13(a)(6) exemptions for employees on small farms, family members, local hand harvest laborers, migrant hand harvest workers under 16, and range production employees discussed in subpart D of this part, and the section 13(a)(14) exemption for agricultural employees processing shade-grown tobacco discussed in subpart F of this part.

(b) Exemptions from the overtime pay provisions and the subparts in which these exemptions are discussed include the section 13(b)(12) exemption (agriculture and irrigation) discussed in subpart E of this part, the section 13(b)(13) exemption (agriculture and livestock auction operations) discussed in subpart G of this part, the section 13(b)(14) exemption (country elevators) discussed in subpart H of this part, the section 13(b)(15) exemption (cotton ginning and sugar processing) discussed in subpart I of this part, and the section 13(b)(16) exemption (fruit and vegetable